A Study on Social Security Welfare Measures in Jothi Microcast Private Limited, Thuvakkudi- Tiruchirappalli Dt

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Abstract — Industrial sector plays an important role in economic development and growth. It implies that not only it generates income, trade, foreign exchange, but also it provides large percentage of employment to both skilled and unskilled workers. The efficiency of the workers depends on social security and welfare measures adopted by the industrial sector. This paper presents the Social Security Welfare measures adopted in Jothi Microcast Private Limited, Thuvakkudi, Trichirappalli Dt.

Keywords: Social Security, Welfare measures, labour, employment, Industry, statutory, non-statutory measures.

I. INTRODUCTION

Development of a country depends on development of all the sectors. If we take agriculture sector, it depends on monsoon conditions. We can bring the economic growth by concentrating the rest of the areas such as Industrial and Service Sector etc. These sector contribute highest percentage to the National Income and provides wide employment opportunity.

When we give importance to the employee and workers of these sectors, naturally it will result in development and vice versa.

Due to the availability of cheap labour force induces the industrialist for export activities. The capacity of the labour depends on his wage and welfare measures extended by the Industry. It also determines the standard of living.

II. SOCIAL SECURITY MEANING

Social security measures can be defined as measures providing protection to working class against contingencies like retirement, resignation, retrenchment, maternity, old age, unemployment, death, disablement and other similar conditions. Social security is one of the pillars on which the structure of a welfare State rests, and it constitutes the hard core of social policy in most countries.

The workers under the organized sector are covered under the institutionalized social security provided through Employees Provident Fund Organization (EPFO) and the Employees State Insurance Corporation (ESIC). Social Security to the workers in the organized Sector is provided through five Central Acts, namely, the Employees’ Compensation Act, the Industrial Disputes Act, the Employees State Insurance Act, the Employees Provident Fund and Miscellaneous Provisions Act, the Maternity Benefit Act, and the Payment of Gratuity Act.

Compensation to workers for industrial accidents has become an important part of labour legislation in every country, and in many countries it is included under social insurance schemes.

The Industrial Disputes Act, 1947 provides for retrenchment, compensation in closing down of industry and compensation in case of layoff. In any industrial establishment in which more than 100 workers are employed and a workers has worked for continuously one year will not be retrenched without the prior approval of the appropriate authority. In case an industrial dispute is pending before any authority under the Act a workman connected with the dispute without the prior approval of that authority cannot be retrenched.

Lay-off means the failure, refusal or inability of an employer on account of shortage of coal, power or raw materials or the accumulation of stocks or the breakdown of machinery to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched.

The Employees State Insurance Act, 1948

Social security to the workers of an industry can be provided by a self-balancing scheme of social insurance or by public assistance. This Act was first of such measures adopted in India to provide for social insurance to the labourers.

Sickness benefit is payable to an insured person in the form of periodical payment. The sickness is to be certified by a duly appointed medical practitioner or any other person authorized by the corporation. To avail of the sickness benefit the sickness should have occurred during any benefit period weekly contribution in respect of him were payable for not less than 13 weeks.

Medical Benefit

A person shall be entitled to medical benefit during any period for which contributions are payable in respect of him or in which he is qualified to claim sickness benefit or maternity benefit or is in receipt of such disablement benefit as does not disentitle him to medical benefit under the regulations.

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Employees’ State Insurance Corporation (ESIC)

Employees’ State Insurance is a self-financing social security and health insurance scheme for Indian workers. For all employees earning 15000 or less per month as wages, the employer contributes 4.75 percentage and employee contributes 1.75 percentage, total share 6.5 percentage. This fund is managed by the Employees’ State Insurance Corporation (ESIC) according to rules and regulations stipulated therein of the ESI Act 1948, which oversees the provisions of medical and cash benefits to the employees and their family through its large network of branch officers, dispensaries and hospitals throughout India.

Welfare means faring or doing well. According to international labour organization (Gereva) “Workers Welfare should be understood as such service facilities and amenities which may be established is in the vicinity of an undertaking to enable the person employed in them to perform their work in healthy congenial surroundings and provided with amenities conducive to good health and high morale.

Labour welfare implies providing better working condition such as proper light, heat, control, cleanliness, low noise level, toilet and drinking water facilities, canteen and Rest Room, Health and Safety measures, reasonable hours of work and holiday and welfare service such as housing, education, transportation and counselling.

There are two types of welfare activities provided by the industry.

1. Statutory welfare measure.
2. Non statutory welfare measure.

Statutory Welfare measures comes under certain law and Act. It is compulsory for all the Industries. When registered under the Industrial act, and labour etc.

Where as Non-statutory welfare measures varies according to the Industries. It depends on the production, profit and loss of the Industries.

This paper presents the Social Security Welfare measures adopted in Jothi Microcast Private Limited, Thuvakkudi, Trichirappalli Dt.

Area of the Study

The study area Thuvakkudi is located in Trichirappalli District. Thuvakkudi is called as “Industrial Estates” area, because large number of small and medium type of industries are located. This area is 16 kilometers from Trichy, Chitram Bus Stand.

Objectives:

1. To study the Socio economic factors influencing labour welfare.
2. To identify the Social Security measures adopted by the management.
3. To identify the non-statutory welfare measures provided by the management.

III. SAMPLE DESIGN

In order to study the objectives, a well-structured questionnaire framed and primary data have been collected from 25 workers based on the simple random sampling method.

The total number of workers in this Industry is 175, apart from that 25 workers are casual. These casual workers are working in agricultural sector. At the time of non availability of work in agriculture, these casual Labours are working on daily wages.

The casual labourers are working for 8 hours and the wage is the 400/-

Nature of work

The nature of the work is sand cleaning, knock off (unfinished extra filling will be cleared) shot blasadage and grinding. Casting work, iron casts are produced by them.

Supplying raw materials to BHEL, Mahendra and Mahendra Company, Ashok Leyland.

Economic conditions are concerned as the indicators of standard of living. General matters regarding age, marital status, educational level, experience level of delitedness, better sources of Income etc.

Usually three shifts are functioning 6 to 2 pm, 2 pm to 10 pm, 10 pm to 6 am, apart from these there is a general shift at 9 to 5.30.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Level of Age</th>
<th>No. of Workers</th>
<th>% of Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Below 30</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>2.</td>
<td>30-40</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>3.</td>
<td>40-50</td>
<td>10</td>
<td>40</td>
</tr>
<tr>
<td>4.</td>
<td>50-58</td>
<td>8</td>
<td>32</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source : Primary Data

The above table shows that 8 percent of the workers are below 30 years. It shows that, people like to settle with higher salary and 40 percent of the workers are in the age group of 40-50. Because they may be satisfied with their salary and due to the family situation they may be with same industry in same place.

TABLE NO. 2: CLASSIFICATION ON THE BASIS OF COMMUNITY

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Community</th>
<th>No. of Workers</th>
<th>% of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>OC</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>2.</td>
<td>BC</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>3.</td>
<td>MBC</td>
<td>8</td>
<td>32</td>
</tr>
<tr>
<td>4.</td>
<td>SC</td>
<td>10</td>
<td>40</td>
</tr>
<tr>
<td>5.</td>
<td>ST</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Source : Primary Data

Out of 25 workers 10 belongs to SC community, shows that the nature of the Job draw only a particular community to take part in the work.
52 percent of workers highly satisfied with their salary, 20 percent of the workers are satisfied and 5 percent of the workers not satisfied where as 8 percent of the workers are highly unsatisfied.

**Non statutory measures**

A part from the social security measures and welfare measures insisted by the government, for the betterment of the company in all aspects (To Decrease Production, Sales profit, reduce absenteeism, loss, disputes, wastage etc.) The company is providing following welfare measures,

1) Each day by providing Tea / coffee with snacks in the morning and in the afternoon without charging any amount.
2) Special allowance for attendance ie. Rs. 3/- everyday.
3) Attendance prize (without taking leave) Rs. 50/- will be given. If they take leave one day, they will get Rs. 40/- (calculated for a month)
4) For the time punctuality, at the week end the workers have been awarded with Rs. 50/-
5) If they take only one day leave for the whole year, they will be awarded cash prize of the 2500/-
6) If the worker takes 3 days leave in a year he will get articles worth of Rs. 1000/-
7) Uniform dresses to the children of the workers will be given during Aayutha Pooja.
8) During Deepavali festival for the whole family members dresses, sweets and crackers will be given every year.
9) Two uniform dresses will be given to the workers every year.
10) Tours arranged for the workers and their family members to the hill station every year.
11) Safety materials such as gloves, helmet, aprons, and spectacles will be given.
12) If there is any accident out of the working hours medical facilities will be given.
13) At the time of the marriage of their daughter and son Loan facilities made to the workers at zero cost of interest (minimum amount)
14) A token amount will also be given to the family members in case if there is any death / serious illness.
15) Employee’s children who secures high mark in the 10th and 12th will be encouraged with a cash prize.
16) Games will be conducted during the festival time especially Pongal and prizes will be given.
17) During summer times Butter Milk will be provided.

**TABLE NO. 3: EDUCATIONAL QUALIFICATION**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Educational Qualification</th>
<th>No. of Workers</th>
<th>% of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Upto 10th</td>
<td>6</td>
<td>24</td>
</tr>
<tr>
<td>2.</td>
<td>Higher Secondary</td>
<td>6</td>
<td>24</td>
</tr>
<tr>
<td>3.</td>
<td>Diploma</td>
<td>10</td>
<td>40</td>
</tr>
<tr>
<td>4.</td>
<td>Engineering</td>
<td>3</td>
<td>12</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>25</td>
<td>100</td>
</tr>
</tbody>
</table>

Source : Primary Data

The above table shows that out of 25 workers, 10 workers are Diploma holders. It means the nature of job requires minimum Qualification only.

As per the study, 52% of the workers are still living in rental houses. Regarding marital status 92% of the workers come under married group. They are having more family responsibility than the unmarried respondent. The size of the family and level of Income determines the saving and standard of living of the respondent.

**TABLE NO. 4: SIZE OF INCOME**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Community</th>
<th>No. of Workers</th>
<th>% of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>10000 – 11000</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>2.</td>
<td>11000 – 12000</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>3.</td>
<td>12000 – 13000</td>
<td>8</td>
<td>32</td>
</tr>
<tr>
<td>4.</td>
<td>13000 – 14000</td>
<td>10</td>
<td>40</td>
</tr>
<tr>
<td>5.</td>
<td>Above 14000</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>25</td>
<td>100</td>
</tr>
</tbody>
</table>

Source : Primary Data

12 workers come under the Income bracket of Above 14000. 8 workers come under the Income bracket of 13000 – 14000.

**TABLE NO. 5: LEVEL OF EXPERIENCE**

<table>
<thead>
<tr>
<th>Level of experience</th>
<th>No. of Workers</th>
<th>% of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 – 3</td>
<td>2</td>
<td>16</td>
</tr>
<tr>
<td>3 – 6</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>6 – 9</td>
<td>10</td>
<td>40</td>
</tr>
<tr>
<td>9 – 12</td>
<td>3</td>
<td>12</td>
</tr>
<tr>
<td>Above 12</td>
<td>3</td>
<td>12</td>
</tr>
</tbody>
</table>

Source : Primary Data

Table No. 5 shows that 16% of the worker come under 1-3 years, maximum of 40% of worker come unders 6-9 year, 12% of the worker come under 9 – 12 and above 12 years.

**TABLE NO. 6: LEVEL OF SATISFACTION ON WAGE**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Level of Satisfaction</th>
<th>No. of Workers</th>
<th>% of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Satisfied</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>2.</td>
<td>Highly satisfied</td>
<td>13</td>
<td>52</td>
</tr>
<tr>
<td>3.</td>
<td>Not satisfied</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>4.</td>
<td>Highly unsatisfied</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>25</td>
<td>100</td>
</tr>
</tbody>
</table>

Source : Primary Data

The following findings are made out of the present study.

1. Nearly 8 percent of the workers are below 30 years. It shows that, people like to settle with higher salary and 40 percent of the workers are in the age group of 40-50. Because they may be satisfied with their salary and due to the family situation they may be with same industry in same place.
2. Out of 25 workers 10 belongs to SC community, shows that the nature of the job draw only a particular community to take part in the work.

3. Out of 25 workers, 10 workers are Diploma holders. It means the nature of job requires minimum Qualification only.

4. 52% of the workers are still living in rental houses. Regarding marital status 92% of the workers come under married group. They are having more family responsibility than the unmarried respondent. The size of the family and level of Income determines the saving and standard of living of the respondent.

5. 12 workers come under the Income bracket of Above 14000. 8 workers come under the Income bracket of 13000 – 14000.

6. 16% of the worker come under 1-3 years, maximum of 40% of worker come under 6-9 year, 12% of the worker come under 9 – 12 and above 12 years.

7. 52 percent of workers highly satisfied with their salary, 20 percent of the workers are satisfied and 5 percent of the workers not satisfied where as 8 percent of the workers are highly unsatisfied.

8. 80% of the workers are highly satisfied with the lighting and ventilation facilities.

9. 68% of the workers are satisfied with the washing facilities.

10. 80% of the workers are highly satisfied with the availability of first aid box.

11. 80% of the workers are highly satisfied with the cleanliness of urinals and latrines 12% of the workers are satisfied to average level.

12. 72% of the workers are highly satisfied with the medical facilities 20% of the workers are only satisfied with the facilities.

13. All the workers are availing leave facilities.

14. Welfare is affected because of monetary debts and threat from creditors

15. Labour welfare is protected to the high degree through the effective counsellings. It is appreciable.

16. During summer, Butter milk is provided without limit. Like during water tea / milk is provided without limit.

17. Recreation in the form of tour arrangement for entire family members.

V. CONCLUSION

The development of Industrial sector depends on the Labourers and employees. When the Industries giving importance for the welfare of the Labour, then it takes a remarkable place in its growth.

REFERENCES


[8]. Leighton, Human Relations is a changing world, P. 78.
